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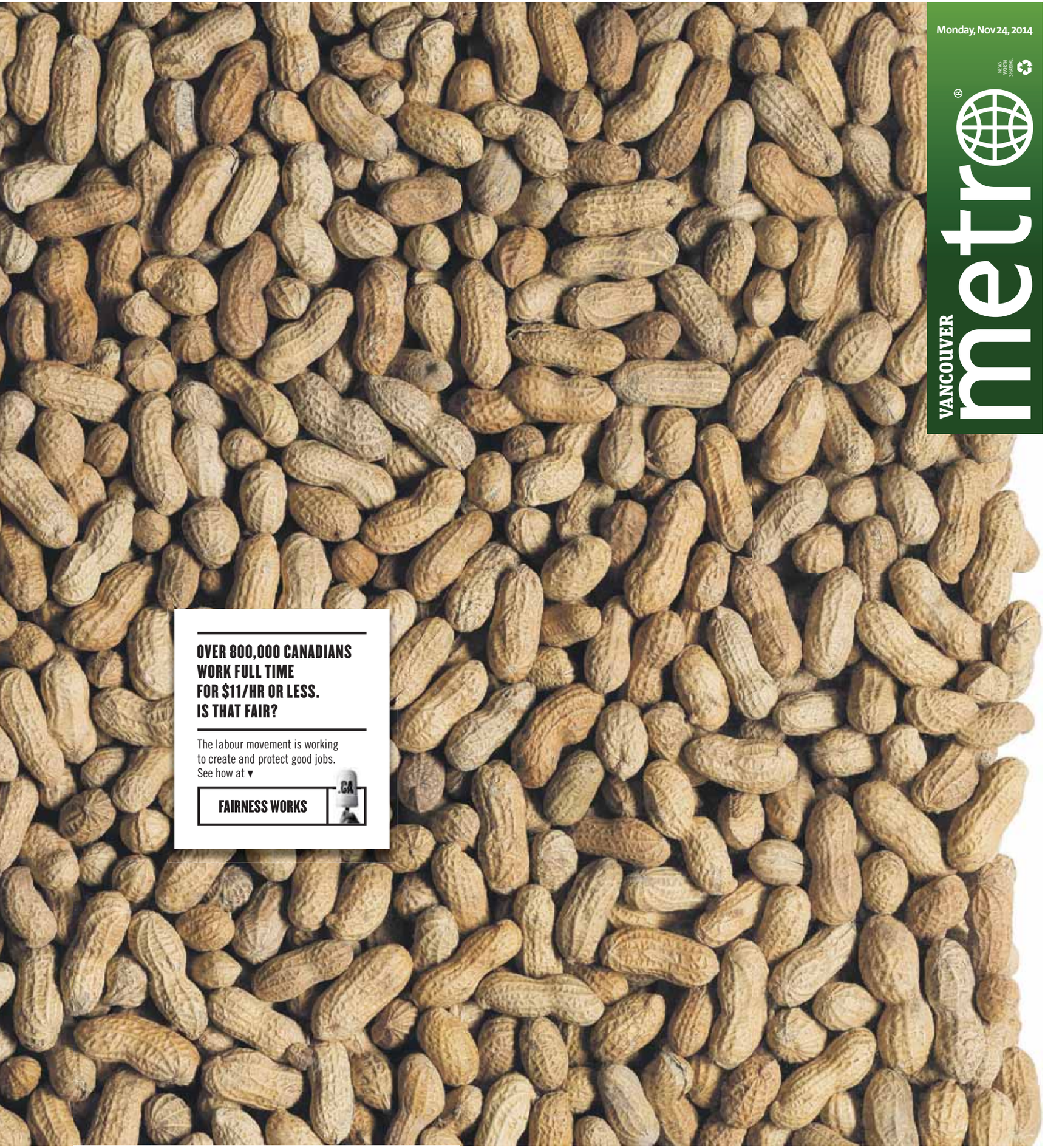

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Witnesses sought in police shooting

VPD employed lethal force and killed a distraught man who refused to comply with orders PAGE 3

It's like Festivus came early

Good news, Seinfeld fans: Bell's new streaming service has snapped up rights to the classic sitcom PAGE 15

SERIAL'S WORLDWIDE APPEAL

THE PODCAST THAT EVERYONE IS LISTENING TO PAGE 15

LAST PUSH FOR BREEDING BAN

Beluga whale Qila leaps out of the water as a trainer watches at the Vancouver Aquarium. Two outgoing park-board commissioners want to pass a ban on cetacean breeding at the aquarium at their last park-board meeting Monday. Story, page 4. DARRYL DYCK/THE CANADIAN PRESS FILE

Girl, 11, among RCMP defiers

Burnaby Mountain. Young protester one of many to cross police line while rallying against Kinder Morgan pipeline expansion

MATT KIELTYKA
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An 11-year-old girl, her friend, and her mother risked arrest as anti-pipeline protesters continued their rally at Burnaby Mountain.

More than 100 people returned to the mountain in opposition as Kinder Morgan crews, armed with a court injunction and police guard, resumed survey work on their preferred Trans Mountain pipeline expansion route on Sunday.

Supporters say about 60 people have been willingly arrested for crossing the police line since RCMP began enforcing the injunction on Thursday.

On Sunday, that included an 11-year-old girl.

The 11-year-old girl "crossed the line with her mother after saying some words to the crowd," said ForestEthics board member Karen Mahon.

The two girls were not arrested, but were escorted back to the group by Burnaby RCMP.

"People have a deep fear of climate change and this government, and this is one way people feel they can do something about it," Mahon said.

The protesters were boosted by the support of scientist and famed environmental advocate David Suzuki, whose grandson was among the people arrested last week.

"If we continue to look at the land and the world around us in just dollars and cents, we will destroy the things that are precious to us," Suzuki told the crowd. "That is what this battle is about."

Meanwhile, a statement from Trans Mountain on Saturday said work continues at two field-study sites.

Crews are taking core samples by drilling six-inch test holes, about 250 metres in depth, to determine the geology of Burnaby Mountain.

The company has chosen to use helicopter transport to bring in fencing, supplies and equipment to avoid disturbances, it said.

Follow Matt Kieltyka on Twitter @Mkieltyka

Quoted

"If we continue to look at the land and the world around us in just dollars and cents, we will destroy the things that are precious to us." David Suzuki

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NEWS 1

IIO investigates after police shoot, kill man on street

Use of lethal force. Investigation office is asking for witnesses to come forward

MATT KIELTYKA
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The province's Independent Investigation Office is asking witnesses to come forward after Vancouver police shot and killed a man at a busy intersection Saturday night.

Police were called to a disturbance at the intersection of Knight Street and 41st Avenue at 5 p.m. Saturday, where they encountered a distraught 51-year-old man allegedly shouting and wielding a two-by-four piece of lumber.

According to police, the man refused to comply with officers' directions, so he was shot with a bean bag gun in an attempt to disarm him.

When that didn't work, lethal force was used.

"He was rushed to hospital in critical condition and we learned later in the evening he had not survived his injuries," Kellie Kilpatrick, spokesperson for the IIO, told media on Sunday.

"We were notified shortly after the incident took place and deployed our staff to the scene here, to the hospital and to the police department."

The investigation office is aware of a video posted on YouTube showing the scene shortly after the shooting and hopes that video evidence of the actual shooting and what led up to it is available.

"It would definitely inform our investigation," said Kilpatrick. "It's a very busy intersection and it was very busy here late (Saturday) afternoon. We know there were people in the area … and we are most interested to obtain any information from witnesses, video, camera shots, anything at all."

The 26-second video posted online, which was taken from a passing vehicle, shows a man lying down in the crosswalk at the north end of the intersection as two officers stand over and attend to him.

Independent Investigations Office spokesperson Kellie Kilpatrick speaks to media on Sunday about a fatal police shooting at the intersection of Knight Street and 41st Avenue the day before. MATT KIELTYKA/METRO

A third officer watches from the centre median as sirens blare in the background.

Kilpatrick said the man's next of kin has been notified, but the man has not been publicly identified yet.

Airport security screener sentenced for theft

A Vancouver airport security screener has received a 360-day conditional sentence for repeatedly stealing cash from travellers.

Yuriy Ruvinskiy would ask passengers to empty their pockets and place items in plastic bins before they were put through an X-ray machine during pre-boarding security screening at Vancouver International Airport.

He was caught after a review of surveillance video revealed Ruvinskiy stealing change from plastic bins and using sleight of hand to remove bills from a wallet.

It was difficult to determine the total amount stolen by Ruvinskiy, who worked for G4S Secure Solutions, a contractor for the Canadian Air Transport Security Authority, which oversees airport security.

Many of the theft victims were unaware of what had been taken from them, noted Provincial Court Judge Dave St. Pierre in a recent written judgment.

The judge pointed out that Ruvinskiy "was hired to perform one of the most important and sensitive jobs there is in relation to travel by air" and was expected to be honest and trustworthy.

The 360-day conditional sentence will allow Ruvinskiy to serve the sentence under house arrest in the community but with strict conditions.

Ruvinskiy was also ordered to complete 100 hours of community work service within the first 11 months of his sentence, and an $800 victim surcharge was imposed.

NEAL HALL/METRO

Charges

Ruvinskiy was charged with eight counts of theft involving 28 incidents between February and March of this year.

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Two cruisers rammed

Mounties open fire on the streets of Surrey

Police fired their weapons on the streets of Surrey during a lunch-hour incident that saw two cruisers rammed by a fleeing car.

RCMP say nobody was hit by the officers' gunfire in the city's Newton Town Centre.

The incident erupted early Friday afternoon when Mounties say plain-clothes officers attempted to stop a suspect vehicle that was trying to escape.

RCMP Inspector Bruce Stuart says the car was boxed in by the RCMP cruisers, and the driver tired to ram his way out.

Police say two men and one woman were arrested, and one of the suspects later joined two officers at hospital for treatment of non-life threatening injuries. THE CANADIAN PRESS

Police seek witnesses

Elderly woman hurt in Surrey hit-and-run

Surrey police are asking for the public's help to find the driver who struck an elderly woman in a hit-and-run on Saturday evening.

The pedestrian in her 80s sustained significant trauma to her lower body when she was hit by a white or grey vehicle near the intersection of King George Boulevard and 92nd Avenue around 5 p.m., according to Surrey RCMP. She was taken to hospital with non life-threatening injuries.

The vehicle sped away from the collision, heading north, witnesses reported.

Anyone who saw the vehicle fleeing the scene or who has information is asked to called police at 604-599-0502 or Crime Stoppers at 1-800-222-8477. EMILY JACKSON/METRO

Rui Yamamoto

Sailor missing after leaving Vancouver, failing to return

A 31-year-old man is missing after leaving Vancouver on a sailboat and failing to return as expected.

Police say Rui Yamamoto was last seen on Nov. 9, when he left Vancouver on a solo sailing trip aboard an eight-metre Contessa boat named the Skibo.

He was believed to be heading to the Sunshine Coast community of Gibsons and to Nanaimo on Vancouver Island.

He was expected to return after six days, but police say he has not been at work or had any contact with friends.

Police are asking mariners to be on the looking for the missing man and his sailboat. THE CANADIAN PRESS

Fate of whale breeding ban in limbo at Vancouver Aquarium

Board meeting. Two outgoing members say they will try to pass ban despite the likelihood NPA members will overturn it

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Two outgoing Vision Vancouver park board commissioners will fight to pass a controversial ban on cetacean breeding at the Vancouver Aquarium at their final park board meeting Monday night, even though the newly elected NPA-majority board could overturn the policy within weeks.

Vision voted this summer to create a bylaw to ban the breeding of whales, dolphins and porpoises — the decision was slammed by the aquarium and celebrated by some residents — the draft of which will go before the park board Monday.

But the NPA board could overturn any ban with a simple majority once it's sworn in on Dec. 1 — and it likely will, based on its election campaign pledging to support the aquarium's existing breeding policies.

With the apparent futility of passing the ban in mind, Vision park board chair Aaron Jasper will recommend the commissioners receive the draft ban for information and let the new board decide its fate. He thinks they should pass it, but is "uneasy" to do so in light of the election results.

But fellow Vision commissioners Constance Barnes and Sarah Blyth have not changed their minds on the ban and will try to put it to a vote, according to reports in the Vancouver Courier and the Georgia Straight.

Beluga whale Qila leaps out of the water as a trainer watches at the Vancouver Aquarium in June of this year. DARRYL DYCK/THE CANADIAN PRESS

Barnes and Blyth championed the ban that originally looked into phasing out cetaceans from captivity. The breeding ban was a compromise.

Neither intends to back down from their stance against breeding, especially after the marathon public meetings this summer.

But in order to pass the ban, they will have to convince outgoing Vision commissioners Niki Sharma and Trevor Loke to vote against Jasper's advice. None of the Vision commissioners responded to emails on Sunday.

VPD must make drastic cuts to sworn positions: Chu

Vancouver Police Chief Const. Jim Chu. DARRYL DYCK/THE CANADIAN PRESS

The Vancouver Police Department must cut sworn positions in its canine, marine, major crime and crime scene investigation units if it wants to meet its annual budget, according to a letter Chief Const. Jim Chu sent his force last week.

To operate within the $221-million budget, the department must keep an additional nine positions vacant next year.

"Our problem is that our costs are rising faster than the increases we receive for our budget," Chu wrote in an email.

This will bring the total of vacant positions up to 67 sworn positions and 20 civilian positions.

The force has been holding most of these positions vacant since 2010 to cut down on costs, but now plans to reallocate assignments to ensure resources are where they are most needed.

This includes reducing the canine unit by three officers, the marine unit by seven officers, reducing major crime positions and eliminating the CSI unit (it has seven positions). Beat enforcement teams will also be cut, but officers will be transferred to Downtown Eastside patrol teams.

The technological crime unit and the IT section will be assigned additional staff to help with their workload.

But Chu's letter wasn't all grim. He expressed hope for additional resources based on Vision Vancouver's promise to put an additional $500,000 annually into traffic safety enforcement. EMILY JACKSON/METRO

Follow Emily Jackson on Twitter @theemilyjackson

Oxygen may be damaging to heart attack victims: Study

Data. Vancouver-based cardiologist is the lead researcher for the study

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The century-old practice of giving oxygen to heart attack patients may do more harm than good, suggests new international research led by a Vancouver-based cardiologist.

The findings, presented this week at the annual American Heart Association conference in Chicago, are likely to change international guidelines for emergency treatment of heart attack victims.

"For 100 years, we've fairly indiscriminately given people oxygen when they have heart attack symptoms ... really thinking that it may be helpful," said the study's lead investigator Dr. Dion Stub, an Australian cardiologist currently working as an interventional cardiac fellow at St. Paul's Hospital in Vancouver.

But the study's findings question whether the age-old practice may actually be dangerous to patients' health, said Stub.

Researchers followed 441 patients treated by Ambulance Victoria paramedics in Australia with confirmed cases of the most serious type of heart attacks, called an ST-segment elevation myocardial infarction.

Half of the patients were given oxygen through a mask following current medical protocol, while the other half did not receive oxygen.

Researchers found patients who were given oxygen had larger heart attacks and were five times more likely to have a repeat heart attack compared with those who did not receive oxygen.

Outside the Teck Emergency Centre at St. Paul's Hospital in downtown Vancouver, Monday April 15, 2013. A Vancouver study has found that giving oxygen to heart attack patients may do them harm. ERIC DREGER/THE CANADIAN PRESS

An MRI scan six months later also revealed that patients who were given oxygen were also found to have 20 per cent more damage to heart tissue.

"The main message is that we should treat oxygen like we treat all other drugs and maybe it should be prescribed," said Stub. "Clearly, if you're deficient in oxygen, you need to be given oxygen but if you have normal oxygen levels, this suggests oxygen should not be given."

The study's findings follow concerns worldwide among medical professionals in recent years that oxygen may not be as harmless as previously believed, said Stub.

Already, he said B.C. healthcare workers have started to think twice between fitting heart attack patients with oxygen masks.

"Even talking to the paramedics in Vancouver, practices are already changing over the last few years because of the concern of over-oxygenating people who don't need it," he said.

However, as the study was relatively small, Stub said more research is needed before international guidelines will likely be changed. A larger study is underway in Sweden, he said.

Judge orders man to stop using fireplace

Two next-door neighbours of a Port Coquitlam man have won a cease-and-desist order after a judge heard how the neighbour's fireplace produced a thick, noxious smoke that prevented them from enjoying life in their own homes and backyards.

Patricia Churcher and Feror Mittelberg took the unusual step of going to court to stop their neighbour, Gary Richards, from burning materials in his residential fireplace that they claimed caused an excessive and unreasonable amount of smoke, which became a nuisance.

The court was told that Richards had a collection of used wood, including plywood and painted wood, stored in his carport and often used power tools at night to cut up the wood, which he burned in his fireplace, causing excessive smoke to billow out his chimney and into neighbouring yards.

The court heard from another neighbour, who had lived in the area for 23 years, and said the "horrible" smoke got worse in the summer of 2013.

"I had allergies and use an inhaler," explained the neighbour, who added that the smoke had permeated his home, carpets, drapes, and furniture. "I cannot open the windows or doors of my home when the smoke happens and feel like a prisoner in my own home."

B.C. Supreme Court Justice Bruce Greyell ordered Richards to stop using his wood-burning fireplace, and to use power tools only when allowed by the city bylaw.

Richards did not show up the hearing.

"The residents of the neighbourhood are entitled to be able to enjoy the use of their properties without being unlawfully annoyed, prejudiced or disturbed as is occurring in the present case," the judge concluded.

NEAL HALL/METRO

Power tools also an issue

The neighbours also applied for an order to stop Richards from using commercial-style power tools, except in accordance with the city bylaw that sets the hours of the day and days of the week that such power tools can be operated.

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Majority of Canadians back Iraq mission: Poll

Forum Research Poll. 66 per cent of voters agree with the Canadian effort to combat ISIL militants

Canadians voice opinions

- Voters were evenly divided on whether attacks on Cpl. Nathan Cirillo and Warrant Officer Patrice Vincent justified Canada's involvement in the U.S.-led mission in Iraq.
- The poll was taken by telephone using an interactive voice response survey on Nov. 19 and 20. The sample was made up of a random selection of 1,500 Canadians aged 18 and older.

About two-thirds of Canadians support the mission in Iraq and consider the Islamic State of Iraq and the Levant (ISIL) a threat to Canada that must be confronted overseas, a new poll says.

Days after Canada's third bombing mission destroyed a warehouse and training ground in northern Iraq, a Forum Research poll found 66 per cent of voters agree with the Canadian effort to combat ISIL. Our contribution to this war effort includes bombing missions by six CF-18 fighter jets.

The survey found that 30 per cent do not agree with the mission — a position mirrored by 40 per cent of voters aged 18-34, and 37 per cent of those polled in Quebec.

The poll also discovered more Canadians agree that ISIL poses a direct threat to Canada today (67 per cent) than did in a September poll (56 per cent).

About two-thirds of voters support the claim that ISIL must be combatted in Iraq to stop the group from spreading into Canada.

A strong majority of Canadians — 70 per cent — believe the country needs tougher anti-terrorism laws.

Of those polled, 72 per cent agree that Canadians deemed "high risk," who might travel abroad to participate in jihadist movements, should have their passports revoked. And 86 per cent agree that such individuals should not be allowed back into Canada once they have left.

Forum put Ben Franklin's famous adage to voters: "Those who give up their freedom for security deserve neither freedom nor security." Less than half — 45 per cent — agree with Franklin, a quarter do not and just under one-third have no opinion on the statement.

Forum said its results are accurate plus or minus three percentage points, 19 times out of 20. **TORSTAR NEWS SERVICE**

Maritime lobster levy faces more delays

Fishing boats loaded with lobster traps head from the harbour in West Dover, N.S., on Saturday. A promise from the three Maritime provinces to have a levy in place before the end of the year to support a marketing strategy for the region's embattled, $1-billion lobster industry is facing more delays. The levy, first proposed in a report more than a year ago, would see lobster fishermen and the onshore side of the industry (such as processors) each pay one cent per pound of lobster caught to cover the cost of advertising campaigns and other strategies to promote their product, which has been plagued by slumping prices in recent years. The levy would cost the industry about $2.5 million annually, the Maritime lobster panel report said. PHOTO: ANDREW VAUGHAN/THE CANADIAN PRESS; STORY: THE CANADIAN PRESS

Craftsman Kyle Sinclair

Soldier working on vehicle at time of fatal incident

The military says a Canadian soldier who died at CFB Petawawa in eastern Ontario was doing mechanic work on an armoured vehicle when the incident that killed him occurred.

Canadian Forces spokesman Lt. Jean-Francois Carpentier says Craftsman Kyle Sinclair, 27, was working inside a building hanger on a lightly armoured Coyote patrol vehicle on Friday night, but wouldn't say exactly what happened.

He says Sinclair was rushed to an Ottawa hospital, where he succumbed to his injuries before midnight.

Sinclair joined the Forces in December 2012. **THE CANADIAN PRESS**

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Anxieties mount as Ferguson awaits grand jury's decision

Residents on edge. Several businesses have put boards on their windows

Worry and speculation mounted Sunday in the St. Louis suburb of Ferguson as residents awaited a decision by a grand jury on whether to indict a white police officer in the shooting death of an unarmed black 18-year-old.

More than 3-1/2 months have passed since police officer Darren Wilson killed Michael Brown after a confrontation in the middle of a street in Ferguson. The shooting triggered riots and looting, and police responded with armoured vehicles and tear gas. The incident reignited debate over how police deal with young black men, and drew attention to racial tensions simmering in U.S. communities four decades after the civil rights movement of the 1960s. Two-thirds of Ferguson's residents are black, but the police force is almost entirely white.

Many in the St. Louis area thought a grand jury decision on whether to charge Wilson with a crime would be announced Sunday, based partly on a stepped-up police presence in the preceding days, including the setting up of barricades around the justice centre where the panel was meeting.

The grand jurors met Friday but apparently didn't reach a decision, and they were widely expected to reconvene on Monday, though there was no official confirmation of that. Grand juries, composed of regular citizens, determine only whether probable cause exists to indict a suspect. If the jury indicts Wilson, a separate trial will be held to decide whether to convict or acquit him.

During church services Sunday, some pastors encouraged their flocks not to fret.

"None of us are pleased about what happened," said Shalom Church parishioner James Tatum. "Whatever the verdict is, we have to understand that's the verdict."

As they wait, some people have continued daily protests, while speculation has grown that the delays are intentional.

"People feel like it's been engineered so that the results wouldn't come out until after the election, and until the weather got cold, and it would be more difficult to protest," said Susan McGraugh, supervisor of the Criminal Defence Clinic at the Saint Louis University School of Law. "It's really adding fuel to the fire."

THE ASSOCIATED PRESS

Police stand guard during a demonstration outside the Ferguson Police Department, Sunday in Ferguson, Mo. Ferguson and the St. Louis region are on edge in anticipation of the announcement by a grand jury whether to criminally charge officer Darren Wilson in the killing of 18-year-old Michael Brown. DAVID GOLDMAN/THE ASSOCIATED PRESS

Philippines

Bomb blast near crowded carnival kills 2, wounds 23

A bomb exploded Sunday in a billiard hall near a crowded town carnival in the southern Philippines, killing two people and wounding 23, the town's mayor said.

Mayor Joselito Pinol said two men left the bomb, which was apparently concealed in a bag, at the billiard hall late Sunday in his town of Mlang in North Corabato province. The two men left hurriedly on board a motorcycle before the blast occurred.

Pinol said bomb shrapnel and flying debris hit people in the billiard hall and in a nearby carnival. The blast damaged the billiard hall.

No group immediately claimed responsibility for the attack. Government troops have been on alert for possible attacks in the region by a Muslim rebel faction opposed to a new peace deal between the government and a larger Muslim insurgent group.

THE ASSOCIATED PRESS

Local Elections Expense Limits

SPECIAL COMMITTEE ON LOCAL ELECTIONS EXPENSE LIMITS

Chair: Jackie Tegart, MLA (Fraser-Nicola)

Deputy Chair: Selina Robinson, MLA (Coquitlam-Maillardville)

The Special Committee on Local Elections Expense Limits is conducting public consultations on principles for the relationship between elector organizations and their endorsed candidates with respect to expense limits; and principles for establishing expense limits for third party advertisers.

WE WANT TO HEAR FROM YOU!

British Columbians are invited to participate by making a presentation in person or via teleconference at a public hearing. Hearings will be held in **Victoria** on **Wednesday, November 26** and in **Surrey** on **Saturday, November 29**. Interested organizations and individuals are also invited to make a written submission, send an audio or video file, or complete an online questionnaire by **Friday, December 5, 2014**.

Please visit the Committee website www.leg.bc.ca/cmt/leel for more information or contact:

Parliamentary Committees Office, Room 224
Parliament Buildings, Victoria BC V8V 1X4
Tel: 250.356.2933, **or toll-free in BC: 1.877.428.8337**
Fax: 250.356.8172, e-mail: LocalElectionsCommittee@leg.bc.ca

Kate Ryan-Lloyd, *Deputy Clerk and Clerk of Committees*

LEGISLATIVE ASSEMBLY PROVINCE OF BRITISH COLUMBIA

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IS MINIMUM WAGE ENOUGH TO LIVE ON?

More than a million people across Canada worked for minimum wage last year, many of them working in full-time jobs. For most, it's not enough to get by.

Let's call her Sara. Sara is a single mom, who works full time for minimum wage in Toronto. After paying for groceries, rent, and child care for her two kids, she has $5 left at the end of the week. Sara is just one of many Canadians who work hard every day, but struggle to support their families.

Full-time minimum wage workers in Ontario live 16% below the poverty line, and those numbers are echoed across the country. According to the most recent report from Food Banks Canada, 12% of people using food banks in Canada work full time. Since 2000, the number of Canadians working for minimum wage has doubled.

The labour movement has always worked for fair wages for everyone – after all, it was the unions that secured a minimum wage in the first place for working Canadians, along with decent hours and safer workplaces. More recently, the labour movement has been one of the most outspoken voices calling for an increase in minimum wage across the country.

THE STATS SUPPORTING THE NEED FOR BETTER WAGES ARE COMPELLING :

Nearly **1 million workers** in Canada need more than one job just to make ends meet.

More than **three quarters of all** new jobs in the last 5 years in Canada fall into the precarious or underemployed categories.

More than **2 million Canadians** are in temporary jobs, the highest on record.

GOOD JOBS SUMMIT

This fall, the labour movement organized the Good Jobs Summit, bringing together students, workers, researchers, policy-makers, government and employers to find solutions to the job crisis facing Canada. The summit highlighted Community Benefit Agreements, contracts that require development projects to address issues of equity, poverty reduction, environmental sustainability and local economic development.

goodjobssummit.ca

The debate isn't limited to increasing the minimum wage either: the labour movement has been campaigning hard for "living wage" policies across the country. A living wage is based on your standard of living rather than financial income – in short, it's the amount a family needs to earn to afford basic everyday expenses.

These efforts have succeeded in some communities: for one, in Westminster, British Columbia, a living wage policy was passed in 2010. That means that everyone who works for the municipality, or who works for companies contracted by the city, can afford a decent life.

It makes sense for municipal governments to support good local jobs. Household spending drives 54% of Canada's Gross Domestic Product (GDP), so when people have good jobs and decent wages, they can contribute more to our economy. Putting money back into our communities benefits everyone – consumers and businesses.

Even so, the labour movement had to work hard to finally convince the City of Toronto to purchase its new subway cars from Bombardier, which has a plant in the same province, instead of purchasing them from a company whose operations are based in Europe. That decision resulted in 500 good jobs for Thunder Bay.

Helping employers and employees find innovative solutions to the job crisis in today's marketplace is also critical. The labour movement has supported a number of measures to address this: for instance, unions secured the implementation of a "third shift" at auto plants, which has reduced demand for overtime hours. In the event of a slow-down in production, unions have also negotiated work-sharing agreements that split the work hours between employees rather than eliminating jobs. And when GE Canada added 1,000 robots to its plant in Quebec, the union helped employees being replaced by the machines get the training they needed to qualify for skilled jobs elsewhere.

All Canadians deserve a good job – a job that is meaningful, safe and sustainable, and that allows us to support a good quality of life for our families and ourselves.

To learn more about how the labour movement is helping to protect and create good jobs across Canada, go to fairnessworks.ca.

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Getting the next generation to lean in

SheBiz. Daylong event had women in business teaching teen girls about possible leadership opportunities to pursue

From left, Grade 11 student Doris Do, Jennifer Reynolds, CEO of Women In Capital Markets, and Grade 10 student Susan Sun during SheBiz. TORSTAR NEWS SERVICE

Last week, Doris Do didn't know what a consultant was.

Today she knows — and she might even want to be one someday.

She likes what she's heard about what the position has to offer — namely, the potential for travel, moving up the corporate ladder, and the pay. "It sounds really interesting," the Grade 11 student at Harbord Collegiate Institute says.

Susan Sun, a Grade 10 student at Bishop Allen Academy, thinks she may want to be a lawyer, but she also enjoys math and science. Now she knows her broad range of interests could easily lend itself to a career in business. "I see how I could even switch careers," she said. "It feels flexible and open."

Do and Sun were among more than 300 high school students — girls in Grades 9 to 11 — who attended SheBiz on Friday.

At the daylong event, held at the Desautels Hall at the Rotman School of Management at the University of Toronto, girls learned about careers in business, especially in fields such as consulting, accounting, finance and technology.

They listened to guest speakers, worked through a case study and played a trading game that teaches about finance and the stock market. Most importantly, they learned about the business world from women who are already working in it.

"The girls are really engaged. They're asking a lot of questions. These girls are sitting in front of people that are relatable, and they say, 'I could be this person,'" says Jennifer Reynolds, president and chief executive officer of Women in Capital Markets, the professional networking group that puts on SheBiz.

"We need to show them, if you go into these types of roles, you can have a big impact on the world around you. You can run your own company and make decisions that are good for your country and the broader world. We need to inspire young women to want to be leaders in the economy."

TORSTAR NEWS SERVICE

National conversation

This year's event comes amid a national conversation about boosting the profile of women in Canadian business. In mid-October, Canada's biggest stock market regulators issued new rules requiring public companies to explain how many women they have on their boards and in executive roles, as well as what they are doing to recruit them. The Ontario Securities Commission spearheaded the initiative.

- Women currently account for about 12 per cent of director roles at Canada's biggest public companies. By some estimates, women account for about half of the professional workforce — but just about one-quarter fill the ranks of senior managers.

Companies. New integrity rules may hurt the economy

New federal rules that threaten to ban companies convicted of crimes from public contracts could kill jobs and hurt the Canadian economy, warns a study conducted for a powerful business group.

The report lists the potential consequences of Ottawa's so-called integrity framework, a measure strengthened last spring to disqualify would-be suppliers busted in Canada or abroad for offences such as fraud, bribery and extortion.

The companies would face a 10-year ban, or debarment, from vying for the often-lucrative procurement deals offered through the government's primary contracting department: Public Works.

But such bans would not only inflict damage on suspended firms, they also risk "far-reaching harm" on Canada's economy, says the study, commissioned by the Canadian Council of Chief Executives.

The report was one of two research documents the council forwarded to Public Works last week. The department says its officials are reviewing both reports.

"Debarment imposes a direct cost on the debarred firms, but also on innocent parties and society at large," says the report, which explores the potential economic effects of the framework.

The analysis explored possible scenarios, concluding that annual sales for a typical disqualified company would drop by $351 million and force it to fire more than 400 Canadian workers.

Other firms that stepped in to replace it would only partly fill the void, it argues.

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Owned by billionaire

Airline taking back pilots' $4,000 Christmas bonuses

Pilots from Island Air were probably pretty happy when they got a $4,000 US Christmas bonus — that is, until the airline wanted the money back.

The regional airline owned by billionaire Larry Ellison said it paid the bonuses prematurely in October.

The Honolulu Star-Advertiser reported Saturday that the company plans to take payroll action to recover the erroneous payments.

The bonuses went to about 45 pilots and amounted to less than $180,000.

Pilots who deposited bonuses into retirement plans will have those returned. Those who received a cash disbursement will have the amount taken out of paychecks over the next four months, or they can just write a cheque.

The error stems from an agreement to pay bonuses 30 days before the arrival of new planes for the airline. However, the aircraft delivery was delayed after a new CEO came in.

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VOICES

DAVID VS. GOLIATH

The protesters on Burnaby Mountain may seem like underdogs as they fight Kinder Morgan's attempt to triple its pipeline capacity, but don't bet against them just yet. The passion of the people is giving the protest momentum, even drawing a new generation of Suzukis to the cause.

PAUL SULLIVAN
vancouver@metronews.ca

There's a historic battle happening on Burnaby Mountain.

You could dismiss the protest against Kinder Morgan's attempt to triple its pipeline capacity and pipe the dreaded tar from the Alberta oilsands through the mountain.

A cynic would say it's a convenient place for SFU students and others to protest because it's centrally located, with good transit.

But while the usual suspects are there, this time it's not just the usual suspects. The cities of Burnaby and Vancouver both oppose the pipeline. The protest is gaining momentum, fuelled by the passion of people who believe that our addiction to petroleum products will hasten our doom. In fact, the world's climate is already acting kind of strange…

The drama has been heightened by the presence of the RCMP on the mountain, giving protesters an opportunity to get arrested for a good cause.

You can roll out the arguments: There's a legitimate review process going on at the National Energy Board. Protesters, why not wait and see what happens before you get yourself arrested for violating the terms of a court injunction?

Or how about this one: Even if your efforts pay off and no one is ever able to build another pipeline in B.C., what good will it do? The rest of the world is falling all over itself to extract as much oil from Mother Earth as possible.

So protesters, while you're going to jail to fight climate change and make Burnaby safe from an oil spill everyone else is making mad petro-dollars. You're just helping them by thwarting the competition.

Around the sacred fire up on the mountain, those arguments don't cut much ice. Representing a new generation of Suzukis, David's grandson Tamo had this to say about the economic argument as he was being hauled away in the paddy wagon:

"This is insane. Why are we putting our economic system — the market — above the very ecology that we all depend upon? We're more dependent on clean water, fresh air and clean soil than the market! It's the thing that keeps us alive!"

And this about getting arrested:

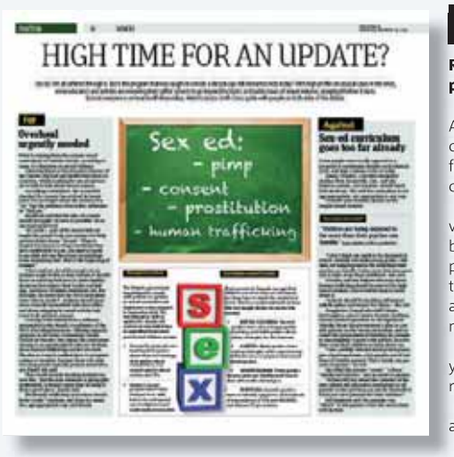
"We have to stand up to unjust laws — to make those the laws, because those are the laws that have always governed our lives. And indigenous people have had natural laws that predate colonial laws by thousands of years, and we need to respect that."

Yes, this one is different, but it also pays homage to an ancient story — David vs. Goliath. Since then, it's been a little harder to bet against the underdog. Where's the smart money going on this one? And how about yours?

Arguments

"You can roll out the arguments: There's a legitimate review process going on at the National Energy Board. Protesters, why not wait and see what happens before you get yourself arrested for violating the terms of a court injunction?"

A man and a woman take a selfie during a protest at Burnaby Mountain on Thursday.
JENNIFER GAUTHIER/METRO



Letters

RE: High Time for an Update column, published Nov. 19, 2014

A recent article in your paper sparked talk around our office here at Children of the Street Society. (We) provide free education in B.C. schools about forced prostitution of minors for students in grades 5, up to Grade 12.

Sexual exploitation and human trafficking can be a very sensitive topic for some and because of that we believe that teachers should not be responsible for providing this education, primarily because they are not trained to do so. Nor are they trained on how to deal with any disclosures that may come after education of this nature.

Instead organizations like ourselves, using a youth-to-youth model, should be funded province-wide as a safe resource to educate the young people.

This type of education needs to be age-appropriate and needs to be done in a manner that is relevant for youth. Although we get this conversation started in the classroom, parents also need to be involved in their kids' lives.

What we as a society need to realize is this: pimps and traffickers are getting to youth as young as possible, the average age of entry into the sex trade in Canada is 13 years old. Is it not important that we give this information to youth, in a healthy and safe manner, before the predators do?

We need to discuss sexual exploitation and human trafficking with students as young as possible to give them the tools they need to make informed decisions as they go on in life.

Kev Lescisin, program co-ordinator at Children of the Street Society., Coquitlam, B.C.

WE WANT TO HEAR FROM YOU
Send us your comments:
vancouverletters@metronews.ca

Upcoming

B.C. Fed convention bids president goodbye

It will be a changing of the guard at the annual B.C. Federation of Labour convention, which begins today in Vancouver and runs through Friday. B.C. Fed president Jim Sinclair will make his last speech as head of the provincial labour organization at noon Monday.

Sinclair, who served as president for the past 15 years, announced this fall that he would not be seeking re-election. A tribute to him will be held Tuesday afternoon. Elections for the in-coming president and secretary-treasurer will be held Thursday. METRO

metro

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fortwo pure coupe	2013	M760096	31,727KM	$9,250.00	fortwo passion cabriolet	2013	N156937	10,772KM	$15,850.00

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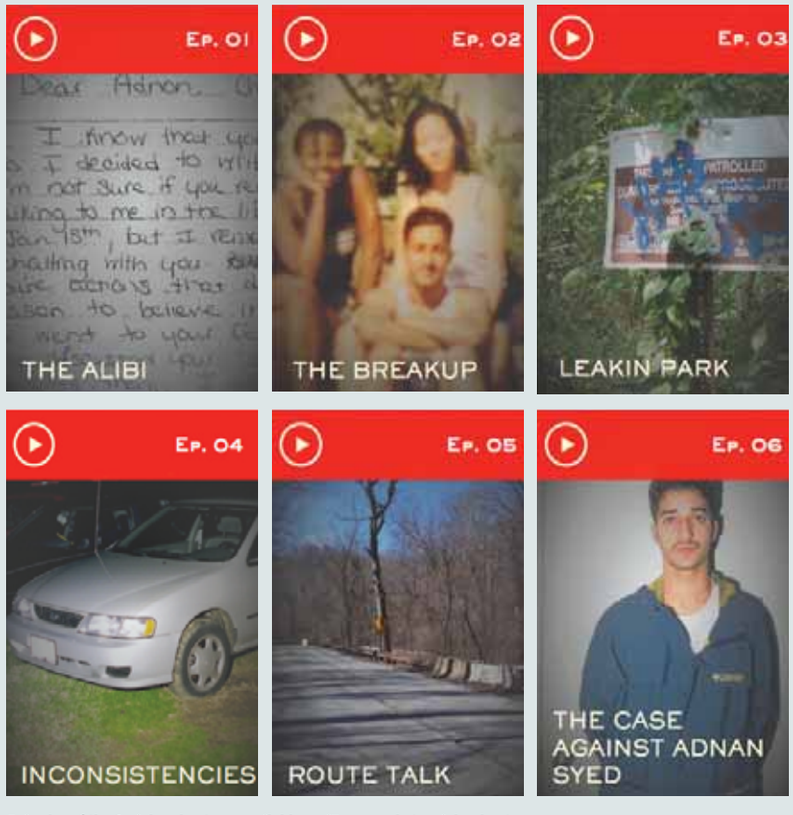
Teen lovers' murder mystery captivates the world by podcast

Online. Passionate fans debate weekly series that casts doubt on guilt of Maryland teen jailed for killing and burying girlfriend



Episodes of the Serial podcast are available on iTunes and at serialpodcast.org. SCREENSHOT: SERIALPODCAST.ORG

For 15 years, nobody outside Maryland cared much about the murder of a South Korean-born high school teen, supposedly at the hands of her ex-boyfriend, the son of Pakistani immigrants.

Now, it seems, everyone does. The perplexing tale of Hae Min Lee and Adnan Syed is at the heart of Serial, an hour-long weekly podcast that's become an unlikely global Internet phenomenon.

Fans speak of being "addicted" and "obsessed" with the program. Those who caught the bug early can't wait for Thursdays, when fresh installments drop. Latecomers binge on past episodes.

It's been downloaded more than five million times from Apple's iTunes store, where it's a Top 10 hit in the United States, Canada, Britain, Australia, India, South Africa and Germany. It can also be heard on the show's website at serialpodcast.org.

Between episodes, chatter rages on social media. Reddit hosts an exhaustive Serial discussion board. Bloggers speculate who's telling the truth — and who might not be.

Serial is a spinoff from This American Life, a long-running U.S. public radio series that's famous for its quirky topics and laid-back storytelling style.

Its runaway success — as a podcast, no less — has taken its creators by surprise.

"We kind of expected to be in the sleepier realms of the podcast world," says senior producer Julie Snyder. "We were hoping for good numbers. But we were not at all expecting so many people listening and writing about the show, and having a lot of interest about the show. And it's international. We didn't plan for that at all."

Serial comes across as part investigative journalism, part police procedural, part soap opera, with a nod to the 19th-century serialized novels of Charles Dickens and Emile Zola.

Hae and Adnan — everyone in Serial is called by their first name by narrator and journalist Sarah Koenig — are high school sweethearts who keep their love a secret from their conservative immigrant families. In the opening episodes, both come across as bright all-American teenagers — popular, getting good grades, holding down part-time jobs, looking forward to prom night.

But when romance turns to breakup, Adnan, overcome by anger, strangles Hae and, with a pal, buries her in a shallow grave, where a passerby finds her three weeks later.

At least, that's the version prosecutors gave jurors at a six-week trial that ended with Adnan getting a life sentence in a Maryland penitentiary, where he remains at the age of 32.

Koenig revisits the case in forensic detail — interviewing witnesses who sometimes contradict themselves, pursuing neglected leads, chatting regularly by phone with the imprisoned Adnan, who maintains he is innocent.

It's unclear whether Serial might turn up fresh material to compel judicial authorities to reopen the case — but Snyder says that's not the point.

"We've said from the beginning that we don't know where it's going to end," she added.

Serial is likely to run 12 episodes overall, but the producer cautions: "We don't know for sure, because we are still doing the reporting." AFP

Quoted

"We were not at all expecting so many people listening and writing about the show. And it's international."

Julie Snyder, senior producer of Serial

TV. Bell locks up Seinfeld for its new video streaming service

The Fusilli Jerry episode of Seinfeld. CASTLE ROCK ENTERTAINMENT

Serenity now! Seinfeld is headed to Bell Media's new streaming video service.

The company said that it has struck a deal with Sony Pictures Television for the Canadian exclusive subscription streaming rights for the classic sitcom.

Bell made the announcement while revealing its comedy slate for its new streaming video service, Project Latte.

All nine seasons of the show about nothing will be available, along with every episode of Everybody Loves Raymond, Frasier, Cheers and Corner Gas.

The service will also feature current comedies, including The Big Bang Theory, The Goldbergs, The Millers and Spun Out, as well as Comedy Central shows such as Inside Amy Schumer and The Sarah Silverman Program.

The deal marks the first time Seinfeld will be available on a North American streaming-video on-demand platform. Project Latte is set to launch later this year and is designed to be available to all TV providers. So far, the service will be offered to Telus Optik TV, Bell Fibe TV and Bell Aliant FibreOP TV subscribers via the set-top box, as well as via the web, game consoles and smart TVs.

Bell previously announced the service will feature the entire library of off-air HBO programs, including Curb Your Enthusiasm and Sex and the City, as well as the entire Monty Python catalogue.

Shaw Media and Rogers Media launched their streaming video service, Shomi, earlier this month.

THE CANADIAN PRESS

Cary's drug arrest is tough on Czuchry

Television. Good Wife actor feels the stress of portraying lawyer facing federal charges

Mothers always know when something is wrong with their kids.

So when Matt Czuchry's character on The Good Wife was arrested on drug charges, his mother called him.

Czuchry said his mom noticed that he was bent over and seemed lower, "because of the weight of what was going on." She saw him channelling the stress that his character, lawyer Cary Agos, would be feeling by carrying himself differently.

Cary's storyline has been playing out this season with various wins and setbacks. His case is going to trial, and he's been offered a plea deal.

In a recent phone interview, Czuchry said the story arc has been "challenging and rewarding and exciting and difficult."

"Everything has been very taxing, in order to make these scenes believable and interesting, where the audience is really feeling what your character is going through," he said.

Sunday's episode was the final one before the show breaks until January — and it was a big one for Czuchry.

"You can kind of point to specific (episodes) where things fundamentally change with the characters ... and (there's an) overall ripple effect," he said. "I'll be interested to see what the audience thinks."

The Good Wife has a big cast with many moving parts. Series regulars include Julianna Margulies, who plays the lawyer-wife of a politician who spent time in prison for a sex scandal, Christine Baranski, Archie Panjabi, Alan Cumming, and Matthew Goode, with Chris Noth in a recurring role and Michael J. Fox among the guest stars.

Czuchry, who played Alexis Bledel's college boyfriend on Gilmore Girls, says no matter how many scenes he's had or hasn't had, he always sees at it as a learning opportunity.

"I just saw I was surrounded by great actors. Then, eventually, it became all the guest stars that would come in as well," Czuchry said. "I looked at that as 'This is an opportunity to grow and learn and get better at my craft.' That was an episode-by-episode thing, regardless of what material there was or what the storyline was. That was my goal, that was the focus, and that still is."

THE ASSOCIATED PRESS

Quoted

"Everything has been very taxing, in order to make these scenes believable and interesting."

Matt Czuchry, on the current storyline for his character Cary Agos on The Good Wife

Matt Czuchry and Julianna Margulies star in The Good Wife. JOJO WHILDEN/CBS

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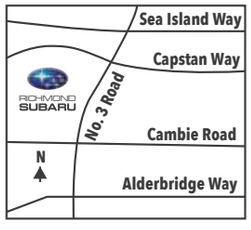

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Unbroken

By. Laura Hillenbrand

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• • • • •

In this factual, but astonishing, life account of Louis Zamperini, we follow him first as a thieving rapscallion, then as an Olympic hopeful, then as a Second World War bombardier, and on through harrowing, yet uplifting adventures. Hillenbrand (Seabiscuit) relates it with considerable charm and not a whiff of embellishment, including photos as proof. No wonder it's being made into a movie.

METRO DISH

OUR TAKE ON THE WORLD OF CELEBRITIES

The Word

Gwyneth gives Martha a taste of her own recipe as war heats up

NED EHRBAR
Metro in Hollywood

In possibly the most stuffy, Hamptons-bred move yet, Gwyneth Paltrow and Martha Stewart have apparently decided they're going to play out their ongoing feud with the WASP-iest weapon of all: clever recipes.

Last month, Stewart presented a selection of holiday pies in her magazine with the headline "Conscious Coupling," an obvious dig at Paltrow's awkward divorce announcement.

So Paltrow's camp has now fired back by posting a recipe on Goop for "Jailbird Cake," apparently a dig at Stewart's time behind bars.

"The folks at Goop know how to have some fun, too," a source tells People magazine. "If Martha served up the appetizer, the Jailbird Cake is just desserts."

But hey, at least if they keep fighting, we'll keep getting delicious dessert recipes.

Natalie Dormer ALL PHOTOS GETTY IMAGES

The naked truth: Natalie wants GOT's nudity imbalance to be righted

The HBO hit Game of Thrones isn't known for modesty when it comes to nude scenes, but at least one of the show's stars thinks there's some imbalance in exactly what flesh is on display.

Simply put, Natalie Dormer wants to see more man meat next season. "Well, during the first season, (co-stars) Alfie (Allen), Richard (Madden) and several of the men got naked — although not all the way," Dormer, who also stars in the new Hunger Games movie, tells The Daily Beast.

"I think Thrones has been better than your average show with the equality, but they could definitely ramp it up. Absolutely." Should we start a petition or something?

'Specialness rubbed away' from gay character: Midler

Bette Midler

Gay community: Bette Midler loves you, but you're bringing her down. You're just not interesting enough anymore.

"The extreme characters you used to see in the Village in the old days, you just don't see them anymore," Midler tells the Advocate. "I really do miss them, because there was a feeling I used to get that people were expressing themselves in the most elaborate of ways. Now the (gay community) has kind of gone mainstream. It's sort of ordinary now, and a little bit of the specialness has rubbed away." Man, after Zachary Quinto's recent comments in Out, this is a great month for criticizing the gay community as a whole, isn't it?

Cohen urges Kevin Spacey to face up to sexual reality

Kevin Spacey

Bravo honcho and Watch What Happens Live host Andy Cohen probably shouldn't expect Kevin Spacey on his show anytime soon. Cohen implores Spacey to come out of the closet in his new memoir, The Andy Cohen Diaries. He recounts running into Spacey — who has dodged questions about his sexuality for years — at the U.S. Open in 2013. "Kevin Spacey was in front of us with what looked like a face full of makeup and three male companions who were definitely not raising any questions," Cohen writes. "I still get enraged when I think about him talking about being in love with that woman on 60 Minutes. Come out, sir."

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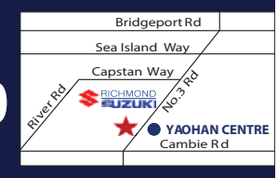

Don't be a drifter when it comes to life — and your debt

Take charge. Sure, it takes a lot more work to pick up the paddles and refuse to go with the flow, but the payoffs are plenty

GAIL VAZ-OXLADE
Gail blogs daily at gailvazoxlade.com

It can be easy to not have a clear idea of who we are or what we want, but drum up the courage to decide what you really want in life. ISTOCK

Have you ever caught yourself thinking, "This just *cannot* go on!"? You know that wherever you are now is not where you want to be. You know it. Yet you do nothing to change.

People spend a lot of time thinking about how their lives could be different. They wish they could escape from whatever trap they feel caught in. Are you in debt? Are you working a crappy job? Is your home life just miserable? So, what are you going to do about it?

You could let your mind wander to a better place. You could wish. You could get angry ... at yourself, at your boss or co-workers, at you partner. Or maybe you just get sad.

If you've experienced this sense of not moving forward, this sense of drifting through your life, you're going to have to decide if this is what you want the rest of your life to be like — or *not*.

Young people often experience this sense of not heading where they want because they've done a lot of what they've done simply to meet the expectations of their parents, teachers, or other influencers.

There are the people who get married early because that's how it's done in their family or in their culture. There are the people who head into careers they have little interest in because someone else thought it was a good choice. And there are the people who buy a home, taking on debt they're not psychologically prepared to deal with, simply because "only losers rent."

While approval from the people you love and admire may be important to you, it's not enough to keep you happy. For that, you actually have to figure out what *you* want. You have to clearly see it. And then you have to do whatever it takes to make it so.

One of the biggest lessons I've learned on my life journey is that I can only be happy when I am being Gail. In my younger days, I worked hard to meet other people's expectations — and failed miserably — so I figured out that I'd rather be disliked for the person I am than for the person I'm pretending to be. I got real. And now if a body doesn't like me, oh well.

The tendency to be unclear about who we are and what we want goes for just about everything else in life. If you drifted into a marriage, drifted into a job or career, drifted into a new home, all because it was what came your way, it may be time to take your life back.

What are you passionate about? What do you love? What do you hate? What makes you happy? What makes you sad? Who inspires you, and why? What do you wish was different about your life?

Very often we send ourselves signals that can help us decide what it is we really want so we can get focused. It may be a book you read that strikes a cord or a conversation you have with a friend. Just as often, we push those signals aside without paying attention and we miss our cue.

Take heart. Another will come along. It may be a touch of envy that makes you sit up and pay attention to what you think is missing in your life.

It may be a daydream, an "I just wish I could" moment, that you can catch and study.

Or you may find yourself getting really P.O.'d because what you're doing is pointless and unsatisfying and you really hate Monday mornings.

Quoted

"Talk about your dreams with your friends and family. Set a goal. Set another goal. Make the life you want."
Gail Vaz-Oxlade

If whatever you're doing used to work for you, but you've changed and it no longer does, you need to rethink what's really important. And if you feel you have to stick with whatever it is because you've invested so much energy in a particular direction that changing course now would be "a waste," give your head a shake. Don't be so settled, so habituated to your life, that you end up caught in the honey of a life you really don't want.

It's time to be brave, to figure out what you really want and then drum up the courage to make it so. Try. And try again. Talk about your dreams with your friends and family. Set a goal. Set another goal. Make the life you want.

Drifting is always about going with the current and it takes less effort than heading in a defined direction.

Just look at all the people who wish they weren't in debt! Sure, if you're drifting you'll keep moving, but you'll also be dependent on the direction of the current, and susceptible to the tides and eddies of life. If you're ready to pick up the paddles, you can go anywhere you want.

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Are you experiencing deskpression? Maybe it's time to turn in your notice

Career. Signs that it's time to leave your nine-to-five for a freelance gig

MARIANNE HAYES
Metro in New York City

We've all experienced the workplace blues, but if negative emotions are getting the best of you each and every day, you might consider contemplating another career path. CONTRIBUTED

If going into the office every day leaves you less than thrilled, you're not alone. In fact, Gallup's 2013 State of the American Workplace study found that 70 per cent of those polled described themselves as disengaged at work.

It seems fitting that a record number of workers are taking the plunge from cubicle dweller to full-time consultant. The truth is that more and more working-aged people — particularly millenials — are trading corporate nine-to-five jobs for the freelance life. Just how many? According to the Freelancers Union, one in three Americans currently works as a freelancer.

Read on for the telltale signs that it might be time to say so long to your nine-to-five gig.

Going to work feels like a chore

If you hate your job, it might be the universe telling you that you're not cut out for your current position.

After spending years as a classroom teacher who freelanced on the side, I eventually got to the point where I felt more personally fulfilled and excited by my side gigs.

In other words, I was kind of starting to hate going to work. I took this as a sign that it was time to bow out of the school system and start doing what I loved. Many freelancers are nudged into self-employment in much the same way.

"I wasn't satisfied with my content job at an Internet company, and I felt like my work was holding me back from accomplishing my main personal goal — to become a professional, full-time writer," said Stefan A. Slater, a 26-year-old freelance writer who stepped out of corporate life in 2012.

Leaving the security of a full-time job can be scary, but you have to ask yourself: Am I doing the job I always dreamed of doing?

You daydream about making your own work schedule

On Friday morning, I'll get up at 6 a.m. and work on projects for a few hours before heading over to my daughter's preschool for a Thanksgiving feast. I didn't have to request time off to do this; I simply built my workflow around it. Having the freedom to create your own work schedule is perhaps the greatest advantage of freelancing.

"At my last job, I felt a lot of pressure to be in the office, even though I could do my work from the bottom of the sea if necessary," said Vanessa McGrady, who just left a full-time office job for the freelance life. She currently writes a personal finance column for Forbes.com.

McGrady says that she treasures her flexible time, which allows her to go to yoga in the middle of the day and spend more time visiting family and friends.

"It's scary, not having that magical paycheque, but I think that just makes me work harder," said McGrady.

Your job isn't safe

Those of us with serious job security may find the prospect of self-employment a bit scary. For Dan Spalding, a PR consultant who left his nine-to-five as a corporate communications director in 2009, rumours of impending layoffs were what pushed him to go his own way.

"I wasn't going to be affected, but I knew some of my friends were," said Spalding, founder of Spalding Communications. "I wasn't exactly ready to step out into my consulting business, but I knew it would not be fair for the company to lay people off and keep me on, only to tell them in a few months that I was leaving to build my consultancy."

By stepping out when he did, Spalding ended up saving another employee's job. The act of decency paid off — Spalding's former employer signed on as one of his first clients.

Are you looking for a challenge?

Some of us rest easy in the predictable demands of our nine-to-five jobs. For others, the monotony can be a killer. Going your own way as a freelancer comes with its own unique set of challenges sure to keep you on your toes.

- For starters, building a solid client list is a job in itself. If you're contemplating quitting your job to work for yourself, McGrady suggests lining up your prospects beforehand. For her, this took the form of scouring her LinkedIn network and reaching out to contacts she'd worked with in the past. (This simple act secured her two new clients that same day.)
- Clientele aside, freelancers have other responsibilities to manage. Saving for retirement, paying quarterly taxes, and keeping your projects straight are all part of your day-to-day. No matter what your business is, the consulting route can sometimes feel unpredictable. But knowing that this is your livelihood definitely revs up the motivation in a way that no other job does.

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Take note

Of iPods and ABCs

A child's ability to distinguish musical rhythm could enrich his understanding of grammar, according to what is believed to be a first-of-its-kind study at the Vanderbilt Kennedy Center in Nashville, Tenn. Research fellow Reyna Gordon, Ph.D., concluded that since both speech and music contain rhythm, children who are able to detect variations in music timing might also be more able to detect variations in speech. AFP

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Your office has eyes. Don't be surprised if your announcement of at-work amour leads to a whole lot of, 'Yeah, we already knew.' ISTOCK

Dear Metro,

I've been dating one of my co-workers on the down-low for about three months, and we're getting sick of keeping things secret. Our relationship is stable and we both want to keep our behaviour super-professional at work. Is it a big deal if we let people know we're together?

— Wanna Scream My Love from the Mountaintops

Dear WSMLFM,

You may think you've been stealthy, but chances are your co-workers have already sniffed out your sitch. That kiss you stole in the photocopy room? Dave saw that. Your lingering eye contact across the meeting table? Everyone has noticed.

Still, before letting the doves out of their crates, check your company's policy on post-5 p.m. frenching. Some organizations require intra-office lovebirds to proffer written disclosure to HR — which you should obviously submit on perfumed paper with heart-dotted i's. Rulebooks aside, divulging your relationship to your colleagues should not be a big deal, but rather a chance to make it less so. This isn't your ticket to all-day PDA — it's an opportunity to normalize your situation.

So long as you keep things clean, you shouldn't have to keep it to yourselves.

Dear Metro,

I've been working at a new company for about three weeks, and I'm finding the atmosphere around the office really quiet. Our space is open-concept, but it's so silent that I sometimes feel nervous to talk. I don't want to be disruptive — or goof off all day — but some friendly chit-chat would be nice. How can I liven the vibe without putting people off?

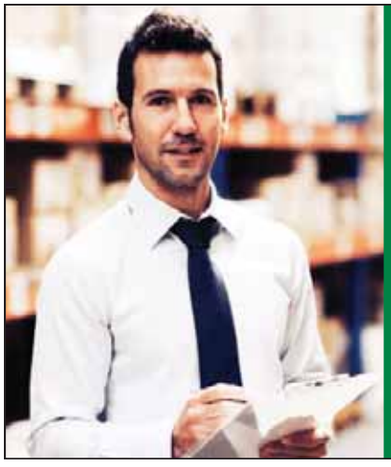
—Will Not Be Silenced

Dear WNBS,

This seems like a grass-is-greener conundrum. Those who work in a cacophonous hive of can't-shut-up colleagues would kill for an hour of pin-drop calm. But when typing fingers are the only sound in your office, it can get lonely.

Noise isn't just a distraction — it can also amp up your output. Conversational environments have more energy, which could boost the volume of work you deliver. When introducing some productive disruption, keep your comments on-task. Asking for help or sharing ideas will spark dialogue without annoying everyone with the mundane and unsolicited minutia of your personal life. You should also target the talkers, aiming your thoughts at fellow gabbers rather than broadcasting to the whole room. Offices aren't libraries, and some intermittent discussion should not get you shushed. Just be respectful: There's a difference between friendly chatter and incessant blather.

ELENI DEACON IS A TORONTO-BASED WRITER WHO HAS SEEN IT ALL AS AN EAGER EMPLOYEE OF BIG OFFICES, SMALL OFFICES, HOME OFFICES AND ONE ITALIAN RESTAURANT.



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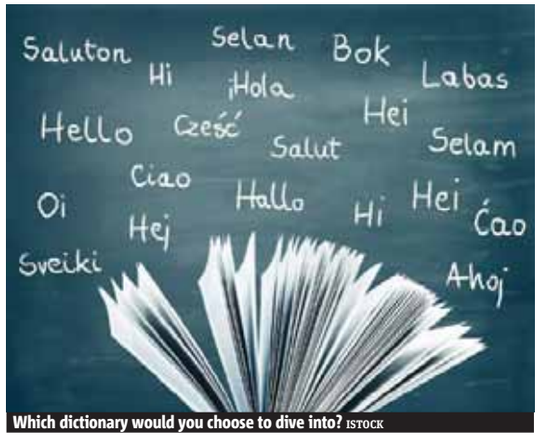

Which dictionary would you choose to dive into? ISTOCK

If the brain is a muscle, learning a new language is its barbell, according to a new study from Pennsylvania State University.

"Learning and practising something, for instance a second language, strengthens the brain," says Ping Li, professor of psychology, linguistics and information sciences and technology. "Like physical exercise, the more you use specific areas of your brain, the more it grows and gets stronger."

Dr. Li and his colleagues worked with a group of 39 native English speakers over the course of six weeks during which half the participants learned Chinese vocabulary words.

In the interest of tracking neural changes, the research team performed two fMRI scans on each participant — one before the Chinese classes began, and one after it ended.

Before the classes started, the most successful learners among the group had exhibited a more connected brain network than those who were slower to catch on.

According to the researchers, integrated networks make the brain more adept at language learning.

After Chinese classes ended, the successful learners had undergone functional changes that made their brain networks even better integrated.

Dr. Li and his colleagues say that these anatomical changes can occur in the brain at any age as a result of learning a second language.

"A very interesting finding is that, contrary to previous studies, the brain is much more plastic than we thought," says Li. "We can still see anatomical changes in the brain (in the elderly), which is very encouraging news for aging. And learning a new language can help lead to more graceful aging."

AFP

Runs laps with language

"Like physical exercise, the more you use specific areas of your brain, the more it grows and gets stronger.

Ping Li, professor at Pennsylvania State University

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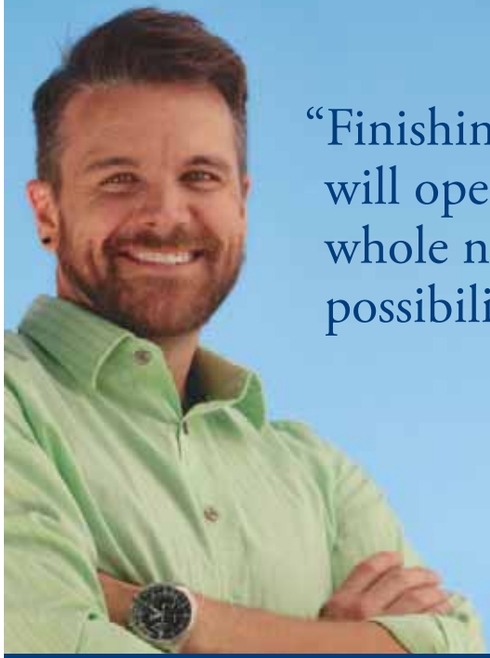
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You say potato, I say Sloppy Joe

Guaranteed family hit.
Here's a spuddy twist on the quick and easy dinner classic

ROSE REISMAN
For more, visit rosereisman.com or follow her on twitter @rosereisman

This recipe serves six. ROSE REISMAN

Sloppy Joes have been around since the 1950s. Legend has it that a cook named Joe at a café in Sioux City, Iowa, added tomato sauce to his loose meat sandwiches and the "sloppy joe" was born!

Traditionally, the dish is prepared with ground beef, onions and tomato sauce and is served on a hamburger bun.

I stepped it up a notch by serving it over a baked potato and adding an array of garnishes to it.

I add a spicy diced sausage to enhance the flavour of the meat. If you have the time, you can always bake the potatoes at 450 F for about 45 minutes or just until tender for a crispier skin.

Guaranteed to be a No. 1 favourite with kids and families!

Directions

1. In a medium saucepan, lightly coated with cooking spray, add the onion, garlic and oil. Sauté for 5 minutes or until the onion begins to brown. Add the beef and sausage and cook for 5 minutes or until no longer pink, breaking apart the meat with a wooden spoon.

2. Add the tomato sauce, dried basil and chili powder. Cover and simmer for 15 minutes, stirring occasionally. Garnish with Parmesan cheese and fresh basil.

3. Meanwhile, clean the baking potatoes, leaving the skin on. Pierce the potatoes with a fork throughout. Microwave on High for 8-12 minutes, or until tender. Cut in half lengthwise and divide sloppy Joe mixture over top. Add garnishes of your choice.

Ingredients

- 6 medium baking potatoes
- 1 cup finely diced onion
- 1 1/2 tsp finely chopped garlic
- 1 tsp vegetable oil
- 12 oz extra-lean ground beef
- 4 oz spicy beef sausage, casings removed, diced
- 2 cups tomato pasta sauce
- 1 1/2 tsp dried basil
- 1 tsp chili powder
- 2 tbsp grated Parmesan cheese
- 2 tbsp chopped fresh basil

Garnish

- Choice of grated cheddar, light sour cream, chopped tomatoes and cilantro or basil

Nutritional information

Per serving

- **Calories.** 435
- **Carbohydrates.** 56.6 g
- **Fibre.** 6.8 g
- **Protein.** 29.3 g
- **Total fat.** 14.2 g
- **Saturated fat.** 4.7 g
- **Cholesterol.** 69 mg
- **Sodium.** 273 mg

When you need a showstopper of a dessert...

Ingredients

Shot Glass Cookies

- 2/3 cup granulated sugar
- 1 large egg
- 5 tbsp vegetable oil
- 1 ½ tsp vanilla extract
- ½ tsp baking powder
- Pinch of salt
- 1 1/3 cup all-purpose flour
- 1/3 cup semi sweet miniature chocolate chips
- 1/3 cup semi sweet miniature chocolate chips

Chocolate mousse

- ½ cup semi-sweet chocolate chips or white chocolate chips
- 1 tbsp margarine or butter
- 3 egg whites
- 1/8th tsp cream of tartar
- ¼ cup granulated sugar
- 1 egg yolk

Garnish

- Melted chocolate or berries

You have to try my 'shot glass' chocolate chip cookie filled with white or dark chocolate mousse. The mousse is actually lighter and lower fat than regular mousse as it doesn't contain any heavy cream.

You can use half white and half dark chocolate and divide the remaining ingredients between both chocolates to create a two mousse shot glass!

1. Preheat oven to 350 F. Spray a 24 mini muffin cup tray with vegetable oil.

2. Combine sugar, egg, oil and vanilla until smooth. Add baking powder, salt, flour and chocolate chips and combine until well mixed.

3. With fingers, place about one tablespoon of dough into each mini muffin mould and press down until sides are covered, forming a cup. Bake for 20 minutes or just until browned.

4. Mousse: While cookies are baking, melt chocolate and margarine for 30 seconds in microwave on High just until chocolate is beginning to melt. Whisk until smooth.

5. In clean glass bowl, beat egg whites with cream of tartar until foamy. Gradually add sugar and beat until stiff peaks form.

6. Add egg yolk to chocolate and whisk until smooth. Add egg whites and combine gently until well incorporated. Fill cookie cups with mousse and garnish with melted chocolate or berries.

ROSE REISMAN

This recipe serves 24. ROSE REISMAN

East Division final

Ticats laugh all the way to the Banks

Brandon Banks and the Hamilton Tiger-Cats made the Montreal Alouettes eat their words Sunday.

Banks had a playoff-tying two punt return TDs to lead Hamilton back to the Grey Cup with a 40-24 East Division final win over the Montreal Alouettes. Banks had five punt returns for a playoff-record 226 yards and had another 78-yard TD return negated by a penalty.

The win was especially gratifying for Banks and the Ticats, who remained silent last week after Montreal players Duron Carter, Bear Woods and S.J. Green predicted their team would win. The assurances came despite the Als losing 29-15 in Hamilton Nov. 8 that earned the Ticats first in the East and home field.

Banks added three carries for 35 yards and four catches for 33 yards. He finished with 294 total yards.

"Of course, we won," Banks said. "They guaranteed a win, didn't they, so (they) can eat those words." THE CANADIAN PRESS

Brandon Banks scores a late second-quarter touchdown against the Alouettes on Sunday in Hamilton. TORSTAR NEWS SERVICE

Hansen's hat trick downs Blackhawks

NHL. Daniel Sedin plays in NHL game No. 1,000 for Vancouver

CAM TUCKER
cam.tucker@metronews.ca

Daniel Sedin was celebrating a milestone. No better way than with a victory over a long-standing rival.

Playing in his 1,000th career National Hockey League game, Sedin saw his Vancouver Canucks defeat the despised Chicago Blackhawks by a score of 4-1 at Rogers Arena. That improves Vancouver's record to 14-6-1 as the season nears the two-month mark.

Sedin was honoured before the game with a video tribute and by members of the training staff, front office and his teammates, including twin brother Henrik and defenceman Kevin Bieksa. Even the Blackhawks were on the bench for the occasion.

These teams have waged bitter battles in the past, and Daniel Sedin has been front and centre in the rivalry, especially after he was concussed on an elbow from Chicago's Norris Trophy blue-liner Duncan Keith before the 2012 playoffs.

Jannik Hansen, well, he upstaged his Vancouver teammate. Not sure anyone will mind too much.

Not known for his ability to put the puck in the net, Hansen recorded a hat trick, including the game-winner on a deflection in the third period.

The Blackhawks' Marian Hossa moves the puck as the Canucks' Henrik Sedin gives chase at Rogers Arena on Sunday night. DARRYL DYCK/THE CANADIAN PRESS

On Sunday

4	1
Canucks	Blackhawks

- Ryan Miller made 24 saves in net for the Canucks. He has three wins in his last four outings.

He's gone all-natural goal scorer on everyone in the last three games, with five goals in that span.

Courtesy of their fourth line, which had another strong game, the Canucks and Hansen opened the scoring.

Off the rush, Hansen snapped a shot top corner on Corey Crawford. Nice, confident finish and that's been a theme of late with him.

It's a change from the player who has had so many chances in the past and not been able to put them away.

Derek Dorsett and Bo Horvat, who is making a case to stick with the big club, recorded the assists. For Horvat, Vancouver's ninth overall pick from the 2013 draft, that's his first career helper in the NHL, and it comes after he recorded his first goal last week against Anaheim.

The trio of Hansen, Horvat and Dorsett combined for three goals and eight points.

Follow Cam Tucker on Twitter @camtucker_metro

Stampeders punch ticket to Grey Cup game

Calgary can cap a stellar season with a Grey Cup after beating the Edmonton Eskimos 43-18 in Sunday's West Division final.

The Stampeders take on the Hamilton Tiger-Cats in the CFL's championship game Sunday in Vancouver.

Calgary quarterback Bo Levi Mitchell threw a pair of touchdown strikes to Eric Rogers, completed scoring passes to Marquay McDaniel and Jon Cornish and ran the ball in for a major of his own.

Cornish scored his second major of the game on a two-yard run late in the fourth quarter. The CFL's leading rusher totalled 54 yards on 14 carries, but made his biggest impact on the game as a receiver. Cornish totalled 120 yards on four catches and one them for a touchdown.

Mitchell, a 24-year-old Texan, won his first career playoff start throwing for 336 yards and four touchdowns without an interception.

Edmonton starter Mike Reilly was 20-for-33 in passing for 216 yards. He threw touchdown passes to Paris Jackson and Adarius Bowman in the third quarter when he was injured on the last play. Backup Matt Nichols completed nine of 15 passes for 92 yards.

THE CANADIAN PRESS

West Division final

43	18
Stampeders	Eskimos

The Eskimos' Rennie Curran, right, tries to tackle Jon Cornish of the Stampeders in Calgary on Sunday. JEFF MCINTOSH/THE CANADIAN PRESS

4 SPORTS

Send Horvat to juniors

THE HOCKEY NEWS
Matt Larkin
vancouver@metronews.ca

Let's end the suspense on Bo Horvat right now. Is he a legitimate stud of a prospect? Absolutely. Is he a big part of Vancouver's long-term plans? You know it. But is there any reason not to send him to the 2015 world junior championship? No way.

It'll be exciting to watch Horvat in the next few years. He's a well-rounded two-way talent who shows up in big games.

In last winter's edition of THN Future Watch, in which our panel of NHL scouts and GMs rate each team's young talent and farm systems, Horvat was voted the No. 12 overall prospect in the NHL.

He's a leader in the making who already has a wide array of experience, including multiple Memorial Cup appearances with the London Knights and last year's world juniors with Canada.

But all that potential doesn't mean he needs to be a fixture in Vancouver's lineup right now.

Bo Horvat in action against the San Jose Sharks at SAP Center in San Jose on Nov. 6. EZRA SHAW/GETTY IMAGES

The 19-year-old has averaged just 8:58 of ice time in his first five NHL games. He's shown nicely in the faceoff circle — his 53.9 success rate is better than that of the other three primary Canucks pivots, Henrik Sedin, Nick Bonino and Brad Richardson — but coach Willie Desjardins is easing Horvat onto this team. With Sedin looking like his old self this season and Bonino emerging as a do-it-all No. 2 centre, his team isn't desperate for Horvat's 200-foot game yet. The Canucks can afford to send him east to play huge minutes for Canada.

Horvat is a leader — but he hasn't yet led a team to the Big One. His Knights have fallen short in the Memorial Cup three years in a row. And, when he played for Canada last year, that team suffered crushing disappointment.

The 2015 Canada roster is the favourite to win, playing on its home soil and probably still boasting Connor McDavid, so a gold medal would be great for Horvat's confidence.

Better yet, sending Horvat to the tournament buys Vancouver time.

Wednesday's game will be Horvat's sixth. Once he plays 10, he'll burn a year of his entry-level contract. Theoretically, they could make him a healthy scratch after the ninth game, see how he plays at the world juniors, then decide whether to send him back to London for the year.

A will-he-or-won't-he discussion seems like a farce in this case. It's abundantly clear going to the world juniors is best for Horvat and the Canucks.

Abu Dhabi Grand Prix

Hamilton wins second F1 title

British driver Lewis Hamilton clinched his second Formula One title in style after winning the season-ending Abu Dhabi Grand Prix on Sunday, with title rival Nico Rosberg drifting out of contention after failing to recover from a poor start.

Hamilton, the 2008 F1 champion, entered the race with a 17-point lead over his Mercedes rival Rosberg, needing only a top-two finish to guarantee the title.

"Woooooo-hooooooo, world champion I can't believe it! Thank you so much guys," Hamilton screamed over race radio, before grabbing a Union Jack flag and waving it above his car as his mechanics celebrated wildly.

"It's hard to soak all of this up. So much pressure," the 29-year-old Hamilton said.

He kept his helmet on for several minutes, appearing to wipe away tears, as the emotion started to sink in. THE ASSOCIATED PRESS

MLS West final

Sarvas gives Galaxy first-leg win over Seattle

The LA Galaxy spent most of a tense, chippy match deep in Seattle's end, and Marcelo Sarvas finally drove home the goal that put them on top of the Western Conference championship series.

The Galaxy realize they've got much more work to do when these MLS powers head north next weekend to finish their season-long rivalry.

Sarvas scored in the 52nd minute, and the Galaxy opened the conference finals with a 1-0 victory over the Sounders on Sunday.

Jaime Penedo posted his third straight shutout for the Galaxy, who still haven't conceded a playoff goal this season.

"I wouldn't say we're comfortable, but it's a good position," Robbie Keane said.

The clubs play their second leg Nov. 30 on Seattle's artificial turf. THE ASSOCIATED PRESS

AUGMENTED REALITY

Stuck on 12 Across? Scan this image with your Metro News app for today's crossword and Sudoku answers. It's OK. No one's watching.

→ See the full instructions on Metro's Voices page.

Horoscopes by Sally Brompton

♈ Aries
March 21 - April 20
Don't be too proud to accept a gift from a friend. Not only do you need what they want to give you but accepting it will make them feel good about themselves as well.

♉ Taurus
April 21 - May 21
A plan to boost your earning power may be tempting but if it means doing something that leaves you feeling uncomfortable with yourself then maybe you should give it a miss.

♊ Gemini
May 22 - June 21
If others expect you to act in ways you do not enjoy then obviously something is wrong. You don't have to do what they want you to do.

♋ Cancer
June 22 - July 23
You have been pushing yourself hard of late and if you start this week the way you finished the last one it won't be long before you break down in some way.

♌ Leo
July 24 - Aug. 23
What you want to do and what you are expected to do may be different things but if you are smart you will find ways to mix duty and pleasure.

♍ Virgo
Aug. 24 - Sept. 23
Your thoughts may be far away but the demands of your current situation will soon bring you back to reality.

♎ Libra
Sept. 24 - Oct. 23
There may be certain patterns of behaviour that you would like to overcome but you have got to be sensible about it. You can't change overnight.

♏ Scorpio
Oct. 24 - Nov. 22
You need to be careful as the new week begins because if you allow yourself to be taken in by soft words or a pretty face you could find later on that you have been duped.

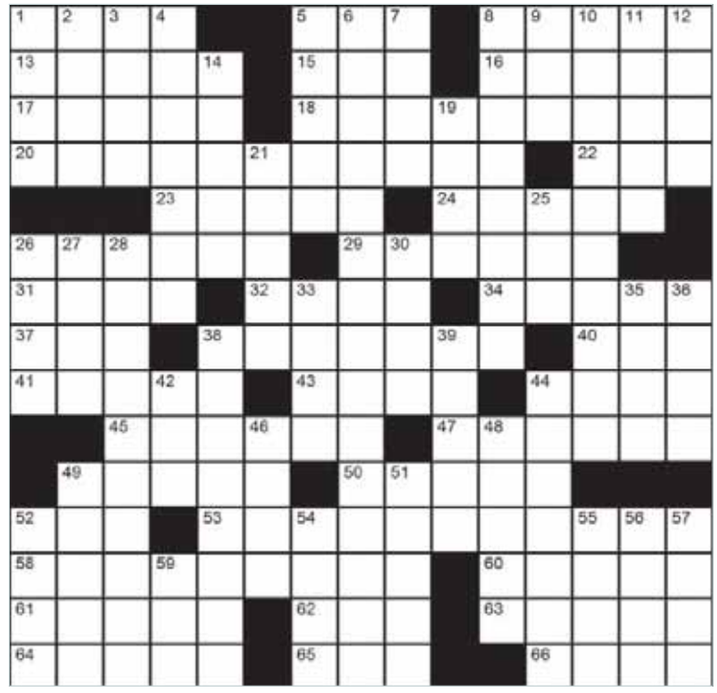
♐ Sagittarius
Nov. 23 - Dec. 21
No one doubts your hard work but even a Sag needs to slow down once in a while. Venus in your birth sign urges you match each hour of work with an hour of relaxation.

♑ Capricorn
Dec. 22 - Jan. 20
Don't worry too much about the purpose of what you are doing — if it makes you happy that is purpose.

♒ Aquarius
Jan. 21 - Feb. 19
There are plenty of reasons why it might be wise to keep your head down and stay quiet but opportunities to have your say come all too rarely and you are not going to let this one pass by.

♓ Pisces
Feb. 20 - March 20
It may be tempting to confront someone giving you a hard time but the planets warn you should leave it until later in the week.

Crossword: Canada Across and Down by Kelly Ann Buchanan



Across
1. Daredevil Mr. Wallenda's
5. Mudbath locale
8. Type of religious belief
13. Conform
15. Not him
16. Swedish actress Ms. Stevens
17. "I Believe ___ ___" by Kylie Minogue
18. Canuck family tree series, "__ in the Attic"
20. Visit to the hair salon reason: 2 wds.
22. Mints brand, __ tac
23. Deafening, WWI-era novel by Canadian author Frances __
24. Dance style
26. Non-__ organization
29. Ray of "Good-Fellas" (1990)
31. Gem type
32. __ Village, in Hamilton
34. Celebrity roast host
37. UK award since 1917
38. Land bridge
40. ms. lang's
41. "Tearin' Up My Heart" quintet
43. Carpentry tool
44. Vocationally vacate
45. Wobble
47. __ up, as cars
49. Irritate
50. Verse, to Baudelaire
52. Previously, to Shakespeare
53. __ de Montreal (Montreal bug museum)
58. New Brunswick port on Chaleur Bay
60. Actress Lisa
61. Internet commerce, _-__
62. Pastureland
63. E.C. __ (Popeye creator)
64. 1989 for Taylor Swift = ___ _
65. Vase
66. Prairie prov.

Down
1. Depilatory brand
2. "____ idea." (Really?)
3. Send to the boxing canvas
4. Internet music service
5. Mr. Cassidy (1970s heartthrob)
6. Classroom tool: 2 wds.
7. __ enemies
8. Disagreements
9. 'Persist' suffix
10. "Knocked me down and _ __ __ __..." - Red Rider, "Human Race"
11. Opera __ (Opera style that is serious)
12. __. _, "Happy Days" mom
14. "__ Frutti" by Little Richard
19. Overseas currency
21. Promises
25. Valerie Harper co-star ...her monogram
26. Me, she or him [abbr.]
27. Wipes
28. One way to be a good Canadian: 3 wds.
30. Doctrines
33. Raison d'__
35. Actress Ms. McClurg
36. Approximated, for short
38. Canadian Rockies sight in Alberta, Columbia __
39. Disconcerted
42. PBS funding org.
44. Questions
46. Oversee
48. Mr. Epps'
49. Where Minos was king
51. Liner's lieu
52. Mr. Scrooge, to pals
54. "Star Trek" character
55. "Young Frankenstein" (1974) role
56. Irish actress Ms. O'Connor's
57. Gospel guy
59. Driver's proof, e.g.

Friday's Crossword

Online

See today's answers at metronews.ca/answers

Conceptis Sudoku by Dave Green

How to play
Fill in the grid, so that every row, every column and every 3x3 box contains the digits 1-9. There is no math involved.

Friday's Sudoku

5	2	1	6	4	8	7	9	3
6	9	4	3	7	2	8	5	1
3	7	8	1	5	9	4	6	2
8	1	2	5	9	6	3	4	7
4	6	5	7	8	3	2	1	9
9	3	7	4	2	1	5	8	6
1	5	3	2	6	4	9	7	8
2	4	9	8	1	7	6	3	5
7	8	6	9	3	5	1	2	4

6		3				7		1
	9		8		7		6	
1				9				4
	4			8			1	
		1				3		
	5			6			2	
4				7				9
	6		9		1		3	
9		8				6		7

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